



January 3, 2011

IVH Insights

Employee Services

by Kathy Bair

The Retirement Investors' Club (Deferred Compensation) is a voluntary retirement savings program that allows you to set aside a portion of your salary for use as income in retirement along with your IPERS Retirement and Social Security benefits.

While you are participating in RIC, payroll deductions in the amount you choose are taken from your paycheck (before state and federal taxes) and deposited into a 457 employee contribution account. The State will match your contributions up to a maximum of \$75.00 per month. The State's matching contributions are deposited into a 401(a) employer match account.

The minimum amount you can deduct monthly is \$25.00. If you deduct the minimum \$25.00, the State match would be \$25.00. There are no vesting schedules for either account.

For more information on this retirement savings plan, please go to the DAS website under Employee Benefits. You can enroll in this program any time during the year.



this issue

Performance Improvement P.2

Employee Health P.2

Training Department P.2

Facilities Management P.3

Food & Nutrition Services P.3

Calendar of Events P.4

Announcements P.4

Staff Spotlight P.4

"Winter at IVH" – photo by Julie Miller

Commandant's Corner

This time of year is always a time of reflection. I ask myself if last year has been triumphant. I reflect on the changes, and decide if the year has been a successful one.

Here at the Iowa Veterans Home, we've had many changes this last year. The year started out with a hard winter and lots of snow. The Commandant was John Mathes and we were in the beginning of a major construction project. The winter came to an end, and John left in April. Dennis Mack stepped into the position until the selection committee had a candidate, and construction continued. The three new buildings were named and, as with any process like that, some were not happy with that result. In August I arrived, Dennis retired, and construction continued.

These last five months we've had many successes and went through some challenges. As with any year, we've lost some of those close to us, and we have met new friends. As we close out 2010, the Governor-elect has asked me to stay on, we selected a new Director of Nursing, and construction continues.

This next year will bring about a new set of challenges and we will have many more accomplishments. I hope for all of you it has been as great a year as it has been for me. I look forward to 2011. I believe our "good ol' days" are ahead of us, and construction will continue. ☺ HAPPY NEW YEAR!!

Commandant David Worley

Golden Dome Awards Honor IVH Employees



On December 17, the Golden Dome Awards were presented to State of Iowa employees.

Pictured l to r: Commandant Worley; Kathy Shannon, Stacey Duden and Cheryl Rankin representing the IVH Laundry Department (Team Award); Kathy Bair (Individual Excellence), and Governor Culver.

Those receiving awards but not in attendance: Denise Siemens of the IVH Pharmacy (Individual Excellence); Scott Anderson of the IVH Maintenance Department (Lt. Governor's Volunteer Award for the ABATE Program), and Julie Sturm of the IVH Budget Department (Individual Excellence).

EMPLOYEE HEALTH *by Patti Sharp*

January TB Tests

All employees with January birthdays whose last names begin with letters M through Z are required to have a TB test. The test will be administered in Employee Health on the following date and time:

Monday, 01/03/11
6:15 AM to 8:30 AM
2:00 PM to 3:15 PM

The test will be read on:

Thursday, 01/06/11
6:15 AM to 8:30 AM
2:00 PM to 3:15 PM

If you need to make other arrangements, contact Teresa Keith at ext. #4507. Testing must be completed by the end of the month.



IVH Insights is a twice-monthly publication of the Iowa Veterans Home.

Editor

Lisa Purvis—PR/Marketing
To submit news or questions,
please email:

Lisa.Purvis@ivh.state.ia.us

Call ext. 4397 or
send to PR/Mktg Dept.

Performance Improvement *by Jim Elliott*

"Becoming Well-Known" is a key concept in the culture change that we are working on at IVH. The term refers to the need that all of us have to feel like we belong where we live and where we work. This sense of belonging is an important anchor for each of us in the very busy world in which we live. In a large community like IVH, it is hard for newcomers, residents and staff, to feel like they belong. Lots of unfamiliar faces, lots of new terms and landmarks all work to make the new person feel like they are on the outside looking in.

Fortunately, there are ways we can all help to make newcomers feel like they belong. This does not mean studying a person's medical record and learning all their frailties and deficits. That Information is an important part of providing quality care, but EACH of us is so much more than our medical record.

Listening to a person's story, where they are from and what they have done in their life is one way that builds a sense of belonging. Or sitting down and sharing favorite activities at holidays like Christmas, Halloween and Thanksgiving. Or comparing experiences raising kids, buying cars or remodeling bathrooms. It is the sharing of personal experiences and learning about each other as people

that makes each of us "well-known" and "well-fit-in". There is more for each of us to learn from the other members of the IVH community than our names and our job titles while we are working side by side. Our relationships are an important part of what happens here and our relationships help us to meet the challenges that we face.



A note of thanks!

I would like to recognize the IVH employees and family members who rang bells at Hy-Vee as part of the Salvation Army Red Kettle campaign—Deb Hill, Denise Doepp, Peggy Moore, Kay Nott, Andy and Avon Burt, John, Niki and Brooklynn Casey, Tammy Keith, Judy Dostal, Marcia Seymour, Samantha Hunt and Lashay Brubaker. The IVH crew raised \$366.67 with their efforts.

Training Department *by Wayne Pierson*

In many employee satisfaction surveys taken by companies across the U.S., one of the most requested benefits (or "perks") is for job training. The time and commitment that a company is willing to give to their employees is an indication of the value they see in those employees.

A national publication, "Training Magazine," annually awards prizes to companies for their designed conference rooms and training facilities. While these are very impressive, I am very proud of what we have here at IVH. We can take pride in the work of the staff that present sessions for fellow employees and other training opportunities.

If you are looking for training/CEU's in any particular area of interest, please let us know. We may have those already available or can assist in finding those for you. As we enter 2011, may it bring a great New Year and enjoyment in your vital work at IVH.

Facilities Management Department *by Kathy Shannon*



The Dack Day Room Expansion Project continues to progress well. The interior framing and mechanical and electrical rough-in is moving along well. There have been a couple of challenges for the contractors to overcome, but everyone is working well together to make progress go as smoothly as possible. Many thanks to all who have been displaced and have shown great patience during the construction.

The Phase 1 Project continues to move forward as well. Work is continuing at different phases in all households in the Ulery building. Drywall has been installed in households 1-6. It is expected that the drywall in the last two remaining households will be installed by mid-January. Household 1 has been painted and the installation of casework, doors and trim has begun. The casework in Household 1 should be completed by the end of January. Household 2 is currently being painted and that work should be completed the first week in January. The other households continue to follow behind at a staggered pace.

The contractors continue to work hard toward getting the first household in the Fox building completed before the end of the year. The appliances have been delivered to Household 4 and installation will be completed as soon as possible in anticipation of the pre-punch list inspection. Household 3 is expected to be ready for its inspection by mid-January. Households 2, 1 and the community space will get flooring and equipment installed December through February.



The update of equipment in the final elevator car in Malloy has been completed. As soon as we can coordinate the work with the Dack elevator upgrade, the contractor will go back and, one at a time, replace the flooring in these elevators. The latest schedule update indicates the contractor expects to be completed with the Dack elevator by the end of January. Following that inspection, the flooring contractor can begin to replace floors in both the Dack and Malloy elevators.

The contract for the Malloy Dietary Floor Replacement Project has been signed and a pre-construction conference will be held soon. Work is expected to begin shortly after the beginning of the year.



FOOD AND NUTRITION SERVICES

by Jane Linnenbrink

It is with mixed emotions that we bid farewell to Sandra Frahm, RD/LD, this month. Sandra has accepted a position as health facilities surveyor with the Iowa Department of Inspections and Appeals. She will be the Registered Dietitian for the Department.

Sandra has been employed by IVH for the past six and a half years and has been a real asset to us. While this is a great opportunity for Sandra, we will miss her. The state of Iowa is fortunate to have someone of Sandra's caliber in the role of surveyor. We will see her again at IVH, but next time it will be as a surveyor instead of an employee. She has been told that she will not be surveying IVH for two years.

Her last day at IVH will be January 4. Wish her well when you see her in the hallways.





IVH Website Calendar

Submit your event information on the IVH website calendar. It's quick and easy and the calendar is available to staff, residents, and the community. Log on to www.iowaveteranshome.org and click on "Calendar" to begin.

Upcoming Events

Day	Date	Time	Event	Location
Fri	1/14		Inauguration Day Festivities	Des Moines
Sat	1/15	1:30 pm	Party Time Players at IVH	Malloy LRC
Wed	1/19	9am-noon	Veterans Day at the Capitol	State Capitol
Sat	1/22		Residents trip to "Battle at the Barn"	Iowa State Fairgrounds
Sat	1/29		Residents trip to Orpheum Theater	Downtown Marshalltown



Announcements



The Iowa Veterans Home is now on Facebook! Become a "friend" of IVH by going to www.facebook.com/iowaveteranshome. This new communication tool will help us keep in touch with staff (past and present), residents, and friends of the IVH.

SAFETY ALERT – Please remember that electric wheelchairs/mobies are not allowed on public roads (including roadways on the IVH campus) that do not have designated "bike lanes." Please use sidewalks whenever possible.

Residents on several units are now using **Skype** to connect with family and friends. Ask your social worker if this communication tool is available on your unit.

IVH Staff Spotlight – Gladys McIntire

Nurse Practitioner Gladys McIntire began working at the Iowa Veterans Home in the late 1970's as an RN on the 11-7 shift. After one year, she went to the day shift on S2W, which was called the Infirmary at that time. Gladys worked many years on Sheeler 2W, then as a Nurse Clinician, Nurse Supervisor 1, then Nurse Supervisor 2. She says her "heart always leaned towards direct resident care," so she returned to school for many years to obtain her BSN, MSN, and ARNP-GNP. Gladys currently works in the Medical Department as a primary care provider.

When asked about the best things at the IVH, Gladys says, "Working with the residents and staff, of course. I also enjoy the autonomy of my job; with that comes responsibility and accountability." She names a few challenges the IVH faces, also: "I feel the economic impact of the nation has affected many areas which we work and serve our veterans. It is difficult to manage at times while still maintaining top quality care to our veterans."

While she was continuing her education and working simultaneously, Gladys says time management was important. "I continued to work at IVH while attending school. The long drives to Iowa City two to three times a week were a struggle. Commitment and dedication is the key. Looking at the long-term goal gets one through. It was also difficult as we had three college tuitions at once in my household (myself, my husband, and my son in LA.)."

Gladys's advice to anyone aspiring to further their education and career goals is to keep the long-term goal in focus. She says, "Commit yourself, be dedicated, and yes, you will sacrifice some things. It will all be worth it in the end. Hang in there." She also encourages others to call her, or friends, if you need support during those difficult times.

Dr. Doug Steenblock describes Gladys as someone who is "very dedicated to residents, has excellent relationships with staff and residents' family members."

Dr. Mark Minear shared stories of how Gladys is a "prankster, but a great team player, patient, and appreciative of others' efforts."

Thanks for all you do for the IVH, Gladys!

